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MEMORANDUM FOR: Director of Central Intelligence

THROUGH: Deputy Director (Administration)

FROM: Supergrade Review Board

SUBJECT: Report of Board Meeting

REFERENCE: Staff Study, "CIA Supergrade Position Structure", addressed to DCI by Supergrade Review Board, dated 12 December 1952 (TAB I)

1. The staff study (cited in reference) prepared by the Review Board to examine existing supergrade positions and to propose an Agency-wide supergrade position structure (TAB I) was returned to the Chairman of the Board by the Deputy Director (Administration). Verbally, the DD/A requested that the Board reexamine its study with a view to incorporating positions held by persons whose responsibilities involve major professional intelligence and operational assignments to the exclusion of any executive, managerial or administrative tasks. The Chairman was asked to obtain the specific recommendations of the Deputy Director (Intelligence) and the Deputy Director (Plans), with respect to the addition of such positions.

2. The Review Board was convened on 3 February 1953, to consider the replies of the DD/I and the DD/P. Neither office wished to propose positions for supergrade classification in addition to those recommended to, and already acted upon by the Review Board. Memoranda from these offices are appended as TABS II and III.

3. The Board is fully aware that in the future individual cases may warrant supergrade classification because of the character of the assignments assumed by some individuals in positions involving other than executive or managerial responsibilities. There is nothing in the Board's study which bars consideration or favorable action for placing positions of this kind in supergrade classifications when recommendations for such inclusion are presented to the Board. The ceiling formula proposed by the Board in its referenced staff study (TAB I) provides sufficient flexibility for such recommendations to be brought before the Board for appropriate review and recommendations based on the merits of each case.

4. The Board also reviewed and concurred in the request of the Deputy Director (Plans) (TAB IV) that all Senior Representative positions be established on a sliding scale basis from grade GS-15 through GS-18. Each such position would be classified on its appropriate T/O as GS-15/18. Also, this action would add four Senior Representative positions [REDACTED], now classified below the supergrade level, to the supergrade structure proposed by the Board in its referenced staff study, (TAB I). The addition of these four positions would be in excess of the ceiling of [REDACTED] proposed in the Board's study, employing a ratio of [REDACTED] supergrades to an Agency ceiling [REDACTED]. The ratio of [REDACTED] applied to a ceiling of [REDACTED] (the ceiling objective subsequently established) provides a supergrade ceiling of [REDACTED] and the addition of the four

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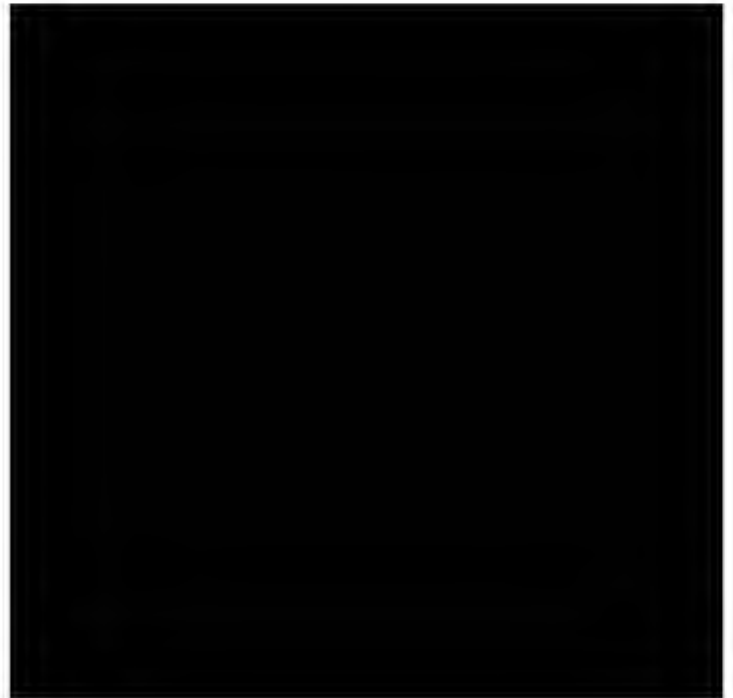
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Senior Representatives would be within this latter ceiling.

5. The Board recommends approval of the Agency supergrade position structure proposed in its staff study of 12 December 1952, resubmitted herewith. Also, the Board recommends that the supergrade structure proposed in that study be modified to incorporate the additional senior representative positions identified in paragraph 4, above.

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